

This draft Action Plan of Bosnia and Herzegovina for addressing Roma issues in the fields of employment, housing and health care for 2017-2020 was discussed at the public dialogue forum organized by the RCC Roma Integration 2020 Action Team in Sarajevo on 09 November 2016. The Action Plan has been further adjusted by the Action Team to reflect the discussions and comments received during the Public Dialogue Forum. As of the end of January 2017, this Action Plan is still under discussion with the Council of Ministers of Bosnia and Herzegovina.

Disclaimer: The views expressed in this assessment are solely those of the author and do not necessarily reflect the views of the Regional Cooperation Council or of its participants, nor of the European Union and the Open Society Foundations.



ACTION PLAN OF BOSNIA AND HERZEGOVINA FOR ADDRESSING ROMA ISSUES IN THE FIELDS OF EMPLOYMENT, HOUSING AND HEALTH CARE 2017-2020

I INTRODUCTION

The Strategy of Bosnia and Herzegovina for addressing the issues of Roma in Bosnia and Herzegovina¹ (Strategy) was adopted in 2005, while in the context of the obligations of the Decade of Roma Inclusion 2005-15 and the European Union Framework for National Roma Integration Strategies up to 2020. The validity of the previous Revised Action Plan 2013-2016,² which followed the initial Action Plan,³ had expired, and thus there was a need of developing a new Action Plan. The Action Plan 2017-2020 covers the areas of employment, housing and health care. The same specifies activities and tasks that Bosnia and Herzegovina is expected to implement, in accordance with the actual needs and available financial and other capacities. Education is addressed by a special Action Plan of Bosnia and Herzegovina on the Educational Needs of Roma, revised and adopted in 2010 by the Council of Ministers of BiH (CoMBH), and on the proposal of the Ministry for Human Rights and Refugees (MHRR).

Around 17,000 Roma were registered by the MHRR,⁴ but their number is estimated to be at least twice as large and it is believed that the Roma national minority is the largest minority in Bosnia and Herzegovina. These records and other studies⁵ indicate that Roma are the most vulnerable national minority according to all social and welfare parameters. It is also important that Roma live almost on the whole territory of Bosnia and Herzegovina, in 71 units of local self-government, and in 30 of them in significant numbers.

The social exclusion of the Roma population means that individuals, whole families, and even settlements are found on the margins of society. For these reasons they are unable to participate in the economic, social and cultural trends. This situation has resulted in poverty and lack of basic

¹ Available at: http://www.mhrr.gov.ba/ljudska_prava/Odbor_za_Rome/Strategija%20BIH%20za%20rjesavanje%20PROBLEMA%20Roma.pdf

² Available at: http://www.mhrr.gov.ba/ljudska_prava/Odbor_za_Rome/Revidirani%20Akcioni%20plan%20Bosne%20i%20Hercegovine%20o%20obrazovnim%20potrebama%20Roma.pdf

³ Available at:

http://www.mhrr.gov.ba/ljudska_prava/Odbor_za_Rome/Akcioni%20plan%20za%20rje%C5%A1avanje%20problema%20Roma%20u%20oblastima%20zapo%C5%A1ljava,%20stambenog%20zbrinjavanja%20i%20zdravstvene%20za%C5%A1tite.pdf

⁴ The MHRR (Ministry for Human Rights and Refugees) from November 2009 to March 2010 published a comprehensive research of the Roma needs and established a continuous system of recording of Roma needs (ERPBIH).

⁵ Surveys OSCE, Save the Children Norway, UNICEF, UNHCR

opportunities for education and employment. Furthermore, this reduces their ability to generate income, participate in social networks or other activities in the community.

The legal framework and provisions for protection of the rights of national minorities in Bosnia and Herzegovina consist of the Constitution of Bosnia and Herzegovina⁶ and laws on the protection of rights of members of national minorities, and the Law on Prohibition of Discrimination in Bosnia and Herzegovina. The procedure for the adoption of strategic platform for addressing the issues of national minorities in Bosnia and Herzegovina is in progress at the time being. Of importance are also other laws in the areas of employment, housing, health and social protection, which are, depending on the constitutional jurisdiction, adopted at the level of the entities of the Republic of Srpska and the Federation of Bosnia and Herzegovina, and in the cantons and the Brcko District.

Bosnia and Herzegovina in 2002 ratified the Framework Convention for the Protection of National Minorities,⁷ with which it has committed itself to work on the fulfilment of the principles set out in the Convention by means of an active policy, laws and regulations and other acts. Shortly thereafter, in 2003, the Law on the Protection of Rights of Members of National Minorities of Bosnia and Herzegovina was adopted.⁸ Thus, the status of minority was recognized to the Roma, together with the other minorities, which guarantees the protection of the rights which are especially important for minorities, particularly in the fields of history, culture, customs, tradition, language, alphabet, education, religious freedom and others.

Law on Prohibition of Discrimination of Bosnia and Herzegovina⁹, adopted in 2009 and changed and amended in 2016, establishes a system for combating discrimination in accordance with the European standards. The law prohibits discrimination on all grounds and in all areas, everywhere. The active policy for solving the problems of the Roma minority started in 2002 with the appointment of an advisory and coordinating body by the Council of Ministers of BiH. This body is named Roma Committee within the Council of Ministers of Bosnia and Herzegovina (Roma Committee). From 2002 until today the Roma Committee has operated in three different compositions, and the fourth composition is expected to begin its operation in late 2016. The Roma Committee has jurisdiction to deal with all important issues contained in the Strategy, to monitor the implementation, initiate and propose activities for the purpose of carrying out of the obligations arising from the Strategy and international documents.

In 2005, the MHRR proposed to the Council of Ministers of Bosnia and Herzegovina, and the Council of Ministers adopted the before mentioned Strategy of Bosnia and Herzegovina for addressing Roma issues (Strategy). The strategy does not establish a time frame for implementation nor monitoring and implementation indicators, and therefore it is applicable in the long term and contains the basic principles for gradual improvement of the situation of Roma in Bosnia and Herzegovina, while the details of implementation are regulated by action plans.

⁶Available at: http://www.mpr.gov.ba/biblioteka/USTAV_BOSNE_I_HERCEGOVINE_bos.pdf

⁷Available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016800c12ff>

⁸Available at: <http://bhric.ba/dokumenti/BHS%202%20Zakon%20o%20manjinama.pdf>

⁹Available at: <https://advokat-prnjavorac.com/zakoni/Zakon-o-zabrani-diskriminacije-u-BiH.pdf>

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

In 2005, a joint document of the Decade of Roma Inclusion 2005-2015 (hereinafter: the Roma Decade) was agreed by several EU member states and countries with pre-accession status, which Bosnia and Herzegovina adopted and signed in mid 2008. In this way Bosnia and Herzegovina strengthens its cooperation with international organizations, such as the Council of Europe, OSCE, UNHCR, UNICEF, and others, for improving the situation of Roma. With regard to the Roma Decade, Bosnia and Herzegovina was assessed as successful in the fields of provision of housing for Roma and registering of Roma needs. Bosnia and Herzegovina chaired the Roma Decade in its last year, starting from June 2014 until the end of 2015. The process of the Roma Decade is continued and complemented by the project Roma Integration 2020, funded by the European Union and the Open Society Foundation, which follows the framework of the European Union for National Roma Integration Strategies up to 2020 (EU Framework), and is implemented by the Regional Cooperation Council, in which Bosnia and Herzegovina is also participating.

The practice of harmonizing the existing laws and policies of Bosnia and Herzegovina with the laws and policies of the European Union in the areas of prohibition of discrimination,¹⁰ fundamental rights of freedom of movement of people and the rights of the child,¹¹ as well as in the area of social policy, in accordance with the values set out in the revised European Social Charter¹² and other European legal sources, also represents a part of the legal framework for this action plan.

It is a fact that in the recent years the situation of the Roma community has significantly improved owing to the implementation of the Strategy and accompanying action plans. Roma are involved in the process through Roma NGOs and Roma communities, and they act institutionally through the activities of the Roma Committee within the Council of Ministers of BiH as well as through their representatives in the councils/commissions of national minorities on various levels of government.

The new Action Plan of Bosnia and Herzegovina for addressing the problems of Roma in the areas of employment, housing and health care 2017-2020 (AP) was developed based on the actual situation of the Roma minority, the above stated legal framework, as well as on the results of the implementation of the Revised Action Plan for the period 2013-2016 (Report for 2013-2014 and 2015) and the recommendations that emerged from these analyzes. Also is taken into account the EU framework which recommends that the states need to:

- Establish national goals for Roma integration to bridge the gap between Roma and the general population, including primarily access to education, employment, health care and housing of Roma;
- Map the socially disadvantaged micro-regions or segregated settlements;
- Regularly allocate funds in their budgets, which will be complemented by international funds and EU funds;
- Establish effective methods of monitoring;
- Ensure close cooperation with Roma representatives at local and regional level;

¹⁰Information on the EU legal framework in relation to non-discrimination is available at: http://ec.europa.eu/justice/discrimination/law/index_en.htm

¹¹COM (2011) 60, EU Agenda for the rights of the child, available at: http://ec.europa.eu/justice/policies/children/docs/com_2011_60_en.pdf

¹² Available at: <http://www.refworld.org/pdfid/3ae6b3678.pdf>

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

- Revise the action plans in accordance with the stated principles and ensure coordinating role of Roma representatives.

With this approach Bosnia and Herzegovina continues its efforts in the integration of Roma in Bosnia and Herzegovina, both at regional and local levels, with the aim to combine efforts of all levels of government, especially local government, and other civil society organizations and Roma associations.

For the development of the AP, the MHRR established four working groups: for employment, for housing, for health care, and a review working group. The working groups are composed of representatives of institutions and Roma non-governmental organizations. In addition, a questionnaire for the Roma non-governmental organizations and other entities representing the interests of this national minority was developed, distributed to over 100 organizations, aiming to ensure broad consultation. Eleven consultative meetings were held, to which all registered Roma associations were invited. Based on the collected data and the needs, the text of the AP was created, which was then presented to all registered Roma associations and institutions. Four public discussions on the AP were held, and the same was also posted on the MHRR web site, aiming to ensure transparency of the activities and obtain comments and suggestions on the proposed text of the AP, in order to improve the same. In the end, a two-day seminar was held with consultants and members of all working groups, at which the text of the AP was methodologically and substantially finalized, after which it was referred to the procedure for its adoption.

The Roma Committee is responsible for systematic coordination and monitoring of the implementation of the Action Plan for addressing Roma issues in the areas of employment, housing and health care 2017 -2020, as well as the Revised Plan on the Educational Needs of Roma in Bosnia and Herzegovina. The Roma Committee adopts operational plans and proposes measures for the implementation of the Action Plan. Also, through their representatives, ensures funds in the budgets of the institutions, both in Bosnia and Herzegovina and in the entities, for the implementation of the Action Plan and monitors the usage and implementation schedule of approved funds and establishes contacts with potential donors and other stakeholders in order to ensure funds for the implementation of the Action Plan. The monitoring of the implementation of planned activities and the spending of budgetary and donor funds can be regulated by an act of the Roma Committee. The Roma Committee may establish permanent or temporary commissions and thematic expert groups.

According to the information presented in regard to the Action Plan of Bosnia and Herzegovina for addressing the problems of Roma in the areas of employment, housing and health care 2017-2020, the content of the plan was agreed and presented in five (5) parts:

I – Introduction

II - Institutional Capacity Strengthening;

III - Activities by area;

IV - Financing of planned activities;

V - Monitoring, evaluation and reporting on the implementation of the AP.

II STRENGTHENING OF INSTITUTIONAL CAPACITIES

I) Institutional structure

ADVISORY MANDATE:

Council of National Minorities of Parliamentary Assembly of Bosnia and Herzegovina
 Council of National Minorities of the Parliament of the Federation of Bosnia and Herzegovina
 Council of National Minorities of the National Assembly of the Republic of Srpska

DECISION-MAKING MANDATE:

Council of Ministers of Bosnia and Herzegovina - I level
 Roma Committee - II level (one representative from :)
 Ministry for Human Rights and Refugees - III level
 Ministry of Civil Affairs of Bosnia and Herzegovina
 Ministry of Security of Bosnia and Herzegovina
 Ministry of Justice of Bosnia and Herzegovina
 Ministry of Finance and Treasury of Bosnia and Herzegovina
 Gender Equality Agency of Bosnia and Herzegovina
 Labour and Employment Agency of Bosnia and Herzegovina
 Directorate of European Integration of Bosnia and Herzegovina
 The Government of the Federation of Bosnia and Herzegovina
 The Government of the Republic of Srpska
 The Government of Brčko District of Bosnia and Herzegovina
 Roma associations of Sarajevo Canton
 Roma associations of Zenica-Doboj Canton
 Roma associations of Una-Sana Canton
 Roma associations of Tuzla Canton
 Roma associations of Central Bosnia Canton
 Roma associations of Herzegovina-Neretva Canton
 Roma associations of Banja Luka region
 Roma associations of Doboj region
 Roma associations of Bijeljina region
 Roma associations of Brčko District
 Roma women's network

The Roma Committee was established by decision of the Council of Ministers on 29.10.2012. During the implementation of the plan, the Composition of the Committee may vary.

IMPLEMENTATION MANDATE:

Ministry for Human Rights and Refugees - III level decision making (executive)

- Coordination function
- Budget management according to established criteria
- Establishing of expert groups/ bodies and management of the same
- Monitoring of implementation
- Cooperation with partners

Department for protection of rights and cooperation with national and other minorities

- Professional support
- Administrative support
- Operational support
- Data collection

IMPLEMENTATION PARTNERS (GRANT IMPLEMENTERS)

Employment :

- Federal Employment Agency
- Employment Agency of the Republic of Srpska
- Employment Agency of Brčko District

Housing:

- Local Self-Government Units (LSU)
- Social Services Centres
- Ministry of Physical Planning of the Federation of Bosnia and Herzegovina
- Ministry of Physical Planning, Civil Engineering and Ecology of Republic of Srpska
- Department for Physical Planning of the Government of Brčko District

Health care:

- Ministry of health, solidarity fund and institute for public health of FBiH
- Ministry of health and social protection and PHI Institute for public health of RS
- Department of health and other services of the Government of Brčko District

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

II) Capacity Strengthening Plan

Strategic goal:	Strengthening of current institutional capacities									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	average per year:	267,750	205,500	154,500
effect indicator	% of AP implementation	0	85%	85%	85%	85%	(minimum 85% of planned per year)			
funds			480,000	593,000	749,000	689,000	2,511,000	1,071,000	822,000	618,000
Programme 1:	Capacity Strengthening at Bosnia and Herzegovina level									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
effect indicator	% of implemented budget for AP	0	85%	85%	85%	85%	(minimum 85% of planned per year)			
funds			188,000	148,000	148,000	148,000	632,000	552,000	0	80,000
1.1.	Strengthening of the capacities of the MHRR by employment of one person of Romani nationality									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# person	0	1	1	1	1	(funded separately from the grant for Action plan)			
funds			21,600	21,600	21,600	21,600	86,400	86,400	0	0
1.2.	Operation of the Roma Committee and its commissions per priority areas: employment, housing, health care									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# approved proposals	4	4	4	4	4	(funded separately from the grant for Action plan)			
funds			30,000	30,000	30,000	30,000	120,000	120,000	0	0
1.3.	Operation of expert, administrative and operative team within the MHRR for realization of the action plan									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(funded separately from the grant for Action plan)			
performance indic.	# output documents	4	4	4	4	4	(contract for grant implementation for the Action Plan)			
funds			86,400	86,400	86,400	86,400	345,600	345,600	0	0
1.4.	Establishing of system for addressing the problems of Roma without documents (monitoring system, analysis, referral to procedures, etc.)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	% Roma without documents	3.75%	3.00%	2.00%	1.00%	0.50%				
funds			50,000	10,000	10,000	10,000	80,000	0	0	80,000

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

Programme 2:	Improvement of cooperation with Roma associations and donors									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	% contract realization	0	80%	80%	80%	80%				
funds			70,000	67,000	67,000	67,000	271,000	132,000	0	139,000
2.1.	Establishing a database of Roma associations and annual regional meetings (according to the regions in the Roma Committee)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# meetings	0	4	4	4	4				
funds			7,000	4,000	4,000	4,000	19,000	0	0	19,000
2.2.	4 regional protocols for cooperation of the Council of Ministers and Roma associations (regional institutional support)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# active regional networks	0	4	4	4	4				
funds			60,000	60,000	60,000	60,000	240,000	120,000	0	120,000
2.3.	Raising funds from donors for the AP implementation (projects, programmes, donor conferences)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	% raised funds	0	80%	80%	80%	80	(from the total planned budget from donors per year)			
funds			3,000	3,000	3,000	3,000	12,000	12,000	0	0
Programme 3:	Improvement of regional cooperation and cooperation with international organizations									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# good practices	2	5	5	5	5	(learned and promoted)			
funds			6,000	6,000	6,000	6,000	24,000	6,000	0	18,000
3.1.	Holding operational meetings with international organizations involved in the AP implementation									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# meetings	1	1	1	1	1				
funds			3,000	3,000	3,000	3,000	12,000	6,000	0	6,000
3.2.	Participation in regional meetings of Roma Integration 2020 (1 Task Force, 2 Regional Workshop)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# implemented decisions	2	3	3	3	3	(implementation of regional decisions in BiH)			
funds			3,000	3,000	3,000	3,000	12,000	0	0	12,000

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

Programme 4: Development of local action plans and implementation at local level										
responsible inst.		Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	% of AP users per LSU	18%	25%	30%	35%	40%	(in minimum 30 municipalities, integral approach recommended)			
funds			216,000	372,000	528,000	468,000	1,584,000	381,000	822,000	381,000
4.1.	Employment of Roma coordinators/mediators at the most adequate institution at local level (implementation and monitoring of the measures)									
responsible inst.	LSU	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# persons	0	10	20	30	30	(the funds can be planned also from the AP for employment)			
funds			156,000	312,000	468,000	468,000	1,404,000	351,000	702,000	351,000
4.1.	Mapping of needs at local community level									
responsible inst.	LSU	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x					
performance indic.	# LSU	57	10	20	30	0				
funds			30,000	30,000	30,000		90,000	30,000	30,000	30,000
4.3.	Development and adoption of local action plans and accompanying funding projects									
responsible inst.	LSU	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x					
performance indic.	# LSU	2	10	10	10					
funds			30,000	30,000	30,000		90,000	0	90,000	0

III ACTIVITIES BY AREAS

III) Employment

Strategic goal:	Improving the employability and employment of Roma									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	average per year:	721,142	448,808	154,900
effect indicator	# employed	101	157	157	157	157				
effect indicator	# employable	0	386	424	424	424				
funds			210,000	1,163,200	1,163,200	1,163,200	5,299,400	2,884,567	1,795,233	619,600
Programme 1:	Programs for supporting Roma employment									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(partner coordination: LSU, Roma associations)			
results indicator	# users	101	157	157	157	157	(targeting users of housing)			
funds			901,000	886,000	886,000	886,000	4,259,000	2,566,667	1,477,333	215,000
1.1.	Developing efficient programmes for employment of Roma at 3 entity employment agencies									
responsible inst.	MHRR, partners	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x							
performance indic.	# programmes	0	3	0	0	0				
funds			15,000	0	0	0	15,000	0	0	15,000
1.2.	Motivation for employment and self-employment									
responsible inst.	Employment agencies	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(annually: 54 persons x 8,000 KM subsidized employment)			
performance indic.	# users	101	107	107	107	107	(annually: 53 persons x 6000 KM self-employment)			
funds		700,000	750,000	750,000	750,000	750,000	3,700,000	2,466,667	1,233,333	0
1.3.	Involving Roma in public works programmes									
responsible inst.	Employment agencies, LSU	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# users	0	30	30	30	30	(financing from the budget for general policies)			
funds			36,000	36,000	36,000	36,000	144,000	0	144,000	0
1.4.	Financial support for establishing of cooperatives and other forms of association of Roma (and non-Roma) in entrepreneurship									
responsible inst.	Employment agencies, LSU	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# Roma users	0	20	20	20	20				
funds			100,000	100,000	100,000	100,000	400,000	100,000	100,000	200,000

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

Programme 2:	Programme for education, additional qualifications, (re)qualification of Roma registered as unemployed at Employment agencies									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# users	0	386	424	424	424				
funds			208,800	277,200	277,200	277,200	1,040,400	317,900	317,900	404,600
2.1.	Encouraging Roma to register at the employment agencies (campaign including brochures and meetings in the community)									
responsible inst.	Employment agencies, Roma associations	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# users	0	150	150	150	150	(of Roma at working age: 15-64 years of age)			
funds			15,000	15,000	15,000	15,000	60,000	0	0	60,000
2.2.	Additional qualifications, (re)qualifications of Roma for known employers (combined with adult education)									
responsible inst.	Employment agencies, adult education institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(or percentage according to the strategic goal)			
performance indic.	# users	0	58	77	77	77	(200KM per month – employment subsidy - + education)			
funds			139,200	184,800	184,800	184,800	693,600	231,200	231,200	231,200
2.3.	Adult education, vocational qualifications and job search skills									
responsible inst.	MHRR, employment agencies, adult education institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# users	0	58	77	77	77				
funds			69,600	92,400	92,400	92,400	346,800	86,700	86,700	173,400
2.4.	Training of Roma for active job search and starting own business									
responsible inst.	Employment agencies	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(financing from the budget for general policy)			
performance indic.	# users	0	120	120	120	120	(registered unemployed Roma with secondary+ education)			
funds			1,200	1,200	1,200	1,200	4,800	0	4,800	0

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

IV) Housing

Strategic goal: Improvement of housing conditions of Roma population in Bosnia and Herzegovina										
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	average per year:	1,747,500	142,500	1,867,500
effect indicator	# families	700	210	230	230	230	(with fully resolved housing issue)			
funds			3,950,000	3,760,000	3,760,000	3,560,000	15,030,000	6,990,000	570,000	7,470,000
Programme 1: Legalization of housing units in informal settlements populated by Roma										
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# families	0	0	20	20	20	(with completed legalization, with no families with conditions for legalization)			
funds			800,000	610,000	610,000	410,000	2,430,000	690,000	570,000	1,170,000
1.1. Mapping of illegal Roma settlements and illegally built individual housing units and determining the state of the space										
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x							
performance indic.	% territory	0	95%				(establishing of GIS system, data collection and entering)			
funds			600,000	0	0	0	600,000			600,000
1.2. Developing programme plans for legalization or relocation of Roma housing areas in the municipalities										
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x					
performance indic.	# LSU	0	5	5	5		(development of all required urban plans for the settlements)			
funds			200,000	200,000	200,000	0	600,000	200,000	200,000	200,000
1.3. Implementation of infrastructure project for improvement of urban and construction housing conditions										
responsible inst.	LSU, RNGO, Governments	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame				x	x	x				
performance indic.	# implemented projects	0	0	5	5	5				
funds			0	250,000	250,000	250,000	750,000	250,000	250,000	250,000
1.4. Legalization of housing units according to spatial plans (direct assistance to the families in the legalization)										
responsible inst.	LSU, RNGO, Governments	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame				x	x	x				
performance indic.	# families	0	0	20	20	20	(with legalized buildings)			
funds			0	160,000	160,000	160,000	480,000	240,000	120,000	120,000

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

Programme 2:	Construction of social housing units for Roma (collective/individual buildings)									
responsible inst.	MHRR	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# families		70	70	70	70	(that were granted social housing units)			
funds			1,750,000	1,750,000	1,750,000	1,750,000	7,000,000	3,500,000	0	3,500,000
2.1.	Construction of private housing units for Roma and instructions on the usage of the units									
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# families		30	30	30	30	(that were granted social housing units)			
funds			750,000	750,000	750,000	750,000	3,000,000	1,500,000	0	1,500,000
2.2.	Construction of social housing units for Roma at locations provided by the LSU and instructions on the usage of the units									
responsible inst.	MHRR, LSU, RNGO, Gov	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# families		40	40	40	40				
funds			1,000,000	1,000,000	1,000,000	1,000,000	4,000,000	2,000,000	0	2,000,000
Programme 3:	Improving housing conditions in the housing units occupied by Roma									
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# families		140	140	140	140				
funds			1,400,000	1,400,000	1,400,000	1,400,000	5,600,000	2,800,000	0	2,800,000
3.1.	Reconstruction of buildings owned by Roma									
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# families		40	40	40	40				
funds			400,000	400,000	400,000	400,000	1,600,000	800,000	0	800,000
3.2.	Reconstruction of buildings for accommodation of Roma (existing social and potential buildings for social housing)									
responsible inst.	MHRR, LSU, RNGO, Gov.	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# families		100	100	100	100				
funds			1,000,000	1,000,000	1,000,000	1,000,000	4,000,000	2,000,000	0	2,000,000

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

V) Health care

Strategic goal:	Improvement of availability and quality of health care for the members of Roma national minority									
responsible inst.		Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	average per year:	260,333	150,083	117,083
effect indicator	# service users		8550	11550	16550	16550				
funds			327,500	488,500	654,500	639,500	2,110,000	1,041,333	600,333	468,333
Program me 1:	Roma health mediators									
responsible inst.	MHRR, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	#service users	0	2500	5000	7500	7500	(number of users of various mediator services)			
funds			167,000	328,000	494,000	479,000	1,468,000	702,000	351,000	415,000
1.1.	Establishing criteria for selection of Roma mediators in health care, selection and employment of Roma mediators									
responsible inst.	MHRR and healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# persons	0	10	20	30	30	(there 40 who are not officially in health institutions)			
funds		0	156,000	312,000	468,000	468,000	1,404,000	702,000	351,000	351,000
1.2.	Development of training programmes for Roma mediators									
responsible inst.	MHRR and healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# programmes	0	1	1	1	1				
funds			1,000	1,000	1,000	1,000	4,000	0	0	4,000
1.3.	Education of health mediators									
responsible inst.	MHRR and healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# persons	0	10	15	25	10				
funds			10,000	15,000	25,000	10,000	60,000	0	0	60,000
Programme 2:	Ensuring access to health care									
responsible inst.		Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# insured persons		50	50	50	50	(the number of uninsured persons is : 5286)			
funds			48,000	48,000	48,000	48,000	192,000	96,000	96,000	0
2.1.	Allocation of intervention funds for financing health care rights of uninsured Roma at canton and FBiH levels									
responsible inst.	MHRR and mediators	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# insured persons	?	50	50	50	50	(priority are children and senior citizens, then unregistered unemployed persons)			
funds			48,000	48,000	48,000	48,000	192,000	96,000	96,000	0

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

Programme 3:		Preventive health care								
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
results indicator	# service users		1500	1500	1500	1500				
funds			90,000	90,000	90,000	90,000	360,000	153,333	153,333	53,333
3.1.	Preventive health checks, for specific diseases (cervical cancer, breast cancer and colon cancer, prostate cancer)									
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# service users	40	500	500	500	500				
funds			40,000	40,000	40,000	40,000	160,000	53,333	53,333	53,333
3.2.	Supervision/implementation of general and specific measures for prevention of spread of infectious diseases in Roma communities									
responsible inst.	Inspection bodies, healthcare inst. (municipality)	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(sanitary-technical, waste, water, ddd)			
performance indic.	# settlements	5	10	10	10	10	(estimation of 100 users per settlement)			
funds			50,000	50,000	50,000	50,000	200,000	100,000	100,000	0
Programme 4:		Health education and awareness rising								
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x	(budget for preparation and printing of info materials; Education is delivered by mediators and medical personnel)			
results indicator	# service users		4500	5000	7500	7500				
funds			22,500	22,500	22,500	22,500	90,000	90,000	0	0
4.1.	Education on sexual and reproductive health									
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# service users		1500	1,500	1,500	1,500				
funds			7,500	7,500	7,500	7,500	30,000	30,000	0	0
4.2.	Education on general health condition, infectious diseases and addictive diseases									
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# service users		1,500	1,500	1,500	1,500				
funds			7,500	7,500	7,500	7,500	30,000	30,000	0	0
4.3.	Education on the manner of realization of health care									
responsible inst.	Mediators, healthcare institutions	Baseline	2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
time frame			x	x	x	x				
performance indic.	# service users		1,500	1,500	1,500	1,500				
funds			7,500	7,500	7,500	7,500	30,000	30,000	0	0

Action Plan of Bosnia and Herzegovina for Addressing Roma Issues in the Fields of Employment, Housing and Health Care 2017-2020

IV FINANCING OF THE PLANNED ACTIVITIES

		2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
Strategic goal:	Institutional strengthening								
funds		480,000	593,000	749,000	689,000	2,511,000	1,071,000	822,000	618,000
<i>Programme 1:</i>	<i>Capacity strengthening at Bosnia and Herzegovina level</i>								
funds		188,000	148,000	148,000	148,000	632,000	552,000	0	80,000
<i>Programme 2:</i>	<i>Improvement of cooperation with Roma associations and donors</i>								
funds		70,000	67,000	67,000	67,000	271,000	132,000	0	139,000
<i>Programme 3:</i>	<i>Improvement of regional cooperation and cooperation with international organizations</i>								
funds		6,000	6,000	6,000	6,000	24,000	6,000	0	18,000
<i>Programme 4:</i>	<i>Development of local action plans and implementation at local level</i>								
funds		216,000	372,000	528,000	468,000	1,584,000	381,000	822,000	381,000
Strategic goal:	Employment								
funds		1,109,800	1,163,200	1,163,200	1,163,200	5,299,400	2,884,567	1,795,233	619,600
<i>Programme 1:</i>	<i>Programs for supporting Roma employment</i>								
funds		901,000	886,000	886,000	886,000	4,259,000	2,566,667	1,477,333	215,000
<i>Programme 2:</i>	<i>Programme for education, additional qualifications, (re)qualification of Roma registered as unemployed at Employment agencies</i>								
funds		208,800	277,200	277,200	277,200	1,040,400	317,900	317,900	404,600
Strategic goal:	Housing								
funds		3,950,000	3,760,000	3,760,000	3,560,000	15,030,000	6,990,000	570,000	7,470,000
<i>Programme 1:</i>	<i>Initiate development of regulation plans for legalization of informal settlements populated by Roma</i>								
funds		800,000	610,000	610,000	410,000	2,430,000	690,000	570,000	1,170,000
<i>Programme 2:</i>	<i>Construction of social housing units for Roma (collective/individual buildings)</i>								
funds		1,750,000	1,750,000	1,750,000	1,750,000	7,000,000	3,500,000	0	3,500,000
<i>Programme 3:</i>	<i>Improving housing conditions in the housing units occupied by Roma</i>								
funds		1,400,000	1,400,000	1,400,000	1,400,000	5,600,000	2,800,000	0	2,800,000
Strategic goal:	Health care								
funds		327,500	488,500	654,500	639,500	2,110,000	1,041,333	600,333	468,333
<i>Programme 1:</i>	<i>Roma health mediators</i>								
funds		167,000	328,000	494,000	479,000	1,468,000	702,000	351,000	415,000
<i>Programme 2:</i>	<i>Ensuring access to health care</i>								
funds		48,000	48,000	48,000	48,000	192,000	96,000	96,000	0
<i>Programme 3:</i>	<i>Preventive health care</i>								
funds		90,000	90,000	90,000	90,000	360,000	153,333	153,333	53,333
<i>Programme 4:</i>	<i>Health education and awareness rising</i>								
funds		22,500	22,500	22,500	22,500	90,000	90,000	0	0
		2017	2018	2019	2020	Total budget	BiH	Entities/LSU	Donors
TOTAL FUNDS		5,867,300	6,004,700	6,326,700	6,051,700	24,950,400	11,986,900	3,787,567	9,175,933
AVERAGE PER YEAR						6,237,600	2,996,725	946,892	2,293,983

V MONITORING, EVALUATION AND REPORTING ON THE ACTION PLAN IMPLEMENTATION

The Ministry for Human Rights and Refugees is the key institution that collects, systematizes, updates and analyzes data.

Data are collected based on the reporting of the institutions that implement grants, including Roma associations, as well as from local coordinators and health mediators. The Ministry is responsible for specifying the required data in the grant contracts on the basis of the action plan, as well as in the employment contracts of local coordinators and health mediators.

Twice a year, the data are analyzed and a report is prepared by the Ministry, adopted by the Roma Committee and presented to the Council of Ministers of Bosnia and Herzegovina, after which it is made public. In addition to the information on the progress in the achievement of the objectives of the action plan according to the set indicators, the report also contains information on the implementation of the planned budget, including information on the collected donor funds and funds from other institutions.

The Ministry for Human Rights and Refugees will consider a regional framework for monitoring the progress of Roma integration and will make efforts, to the possible extent, to collect relevant official statistical data on the impact of policies on the situation of Roma. The regional framework for monitoring of the progress is attached to this document (in English).